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# FirstNet®



## Administrative Progress

**TJ Kennedy**

Acting Executive Director

June 2, 2015

- FirstNet has focused on improving quality in each step of the hiring process
  - Recruitment
  - Staffing & Classification
  - Interviewing & Selection
  - Onboarding and Retention
- FirstNet has partnered with the Department of Commerce and NTIA to streamline hiring actions
- Significant challenges remain to on board top talent quickly within federal hiring process
- Internal mission is to foster a culture which rewards innovative solutions and commitment to serve public safety

# Meeting the Challenge



	Currently in Final Hiring Stage	Currently Advertised	Pre-recruitment Phase
FY15 FirstNet Staffing	26	15	20

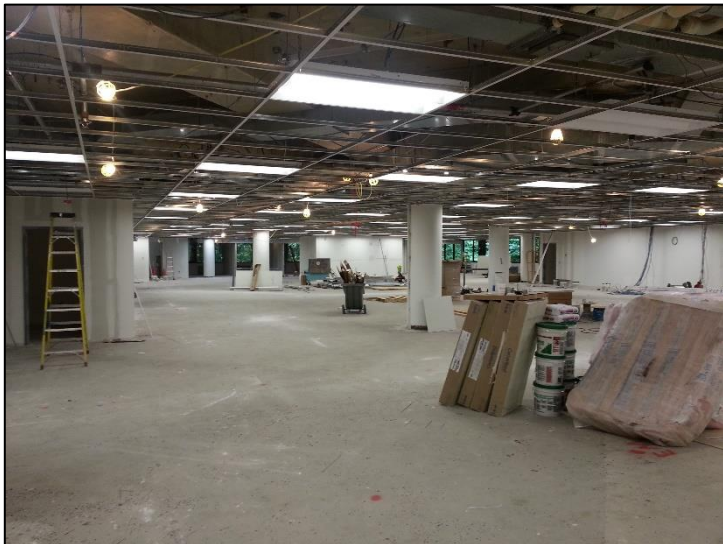
- FirstNet has partnered with Department of Commerce and NTIA to streamline hiring actions
  - FirstNet can approve hiring actions
  - FirstNet has dedicated security technician and supervisory security specialist
- FirstNet HR program manager is tracking each hiring action on a daily basis

# Improving the FirstNet Hiring System





- Scheduled to move in mid-August 2015
  - Estimated construction completion – July 8
  - Estimated Furniture installation – July 20 to July 31
  - IT/Network/Phone installation – August 4 to August 17



- 100% compliance on all federally mandated training
  - IT Security training (April 2015)
  - Constitution Day training (Jan 2015)
  - No FEAR training (December 2014)
- New FirstNet training website created within the Commerce Learning Center (December 2014)
  - All of FirstNet's mandatory and developmental training can be found in one location
  - Migrating to new system in June 2015



# FirstNet Employee Survey



- **Purpose:** Understand employee views on how well information about FirstNet's strategic goals and priorities are communicated to the employee and if they understood how their individual goals contribute to the overall goals of FirstNet
  - To get feedback on opportunities to improve how we work at FirstNet
  - Ensure that managers are sharing information openly with all staff
  - Receive feedback and make changes early and often and to improve the way we lead our staff.
- 68 of 91 employees responded for a response rate of 75%



# FirstNet Employee Survey



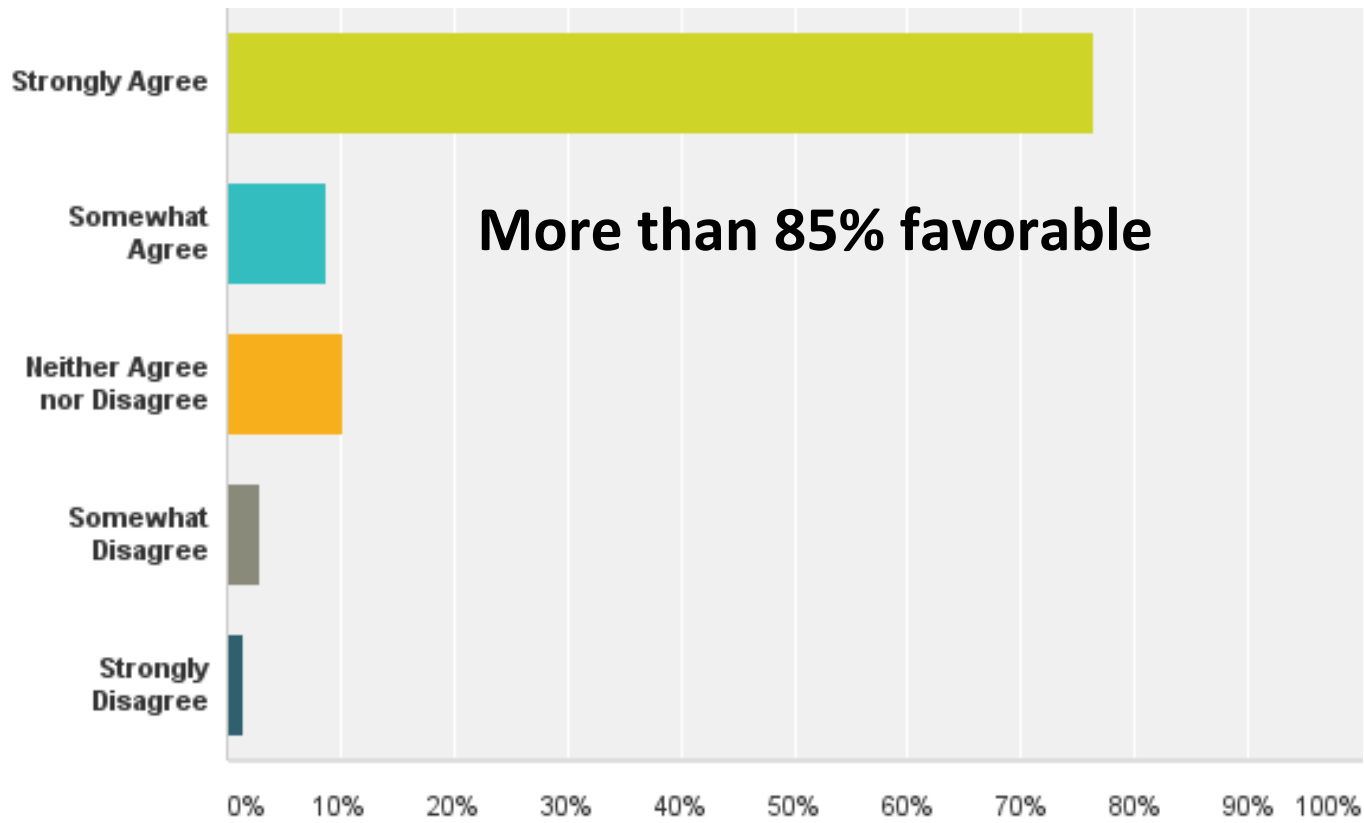
- Results clearly showed FirstNet staff have an understanding of FirstNet's goals and priorities
  - 8 of the 10 survey questions had above a 77% favorable response (ranging from 77 – 89%)
  - 2 of the 10 survey questions had a 64 & 67% favorable rating
- **Next Steps:** Conduct focus groups with each department to get inputs on improvement—focusing heavily on two questions falling below 70%
  - Based on inputs, develop an action plan to implement suggested improvements
  - Re-engage with FirstNet employees in six months



# Example of Survey Question



**Q9: I am enthusiastic about FirstNet's mission and our service to our nation's first responders.**





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## Thank You